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TEAMSTER CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — Oct./Nov. 1994 #136

TDU INTERNATIONAL STEERING COMMITTEE. The TDU ISC met in Detroit on Aug. 27 to plan the 1994 TDU Rank & File Convention. Pictured from left to right: (front row) Diana Kilmury, Vancouver; Mike Hadden, St. Louis; Bilal Chaka, Long Beach, Calif., Dan Campbell, Milwaukee; Patricia Franks, Allentown, Pa.; (second row) Gordy Teller, Seattle; Frieda Burgan, Phoenix; Gillian Furst, Minneapolis; Sally Smith, Los Angeles; Debra McBride, Charlotte, N.C.; Jim Jacob, New Bedford, Mass.; (back row) Tom Rose, Cleveland; Don Riccio, Reading, Pa.; Mike Ruscigno, New York; Ken Paff, Detroit; Joe Fahey, Watsonville, Calif.; Michael Savwoir, Kansas City.

Convention to Elect New Leadership

TDU is about democracy, and we practice what we preach. Every year, TDU members from across the continent gather at our annual convention, this year in St. Charles, Ill., just outside of Chicago. One important part of every convention is to elect our leadership for the coming year. Our International Steering Committee (ISC) is TDU's governing body between conventions, making decisions on our policies and plans (see page 10 for more on this.)

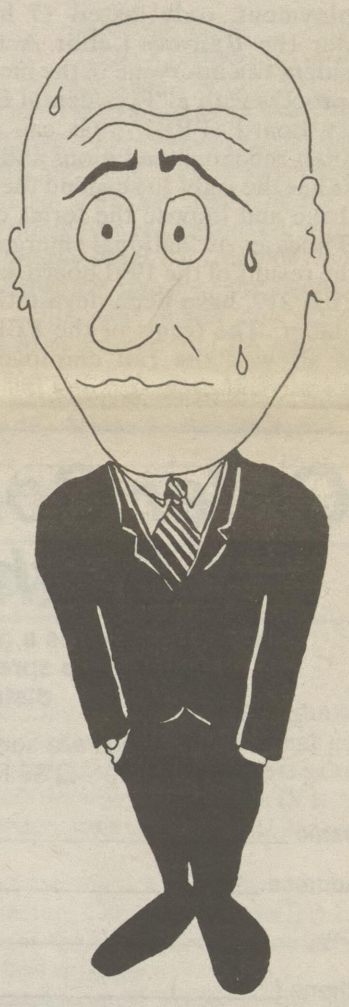
The convention has other important components, too. There are many informational workshops, where we share knowledge and strategies, jurisdictional meetings, and time to meet and talk informally with Teamster activists from across the nation.

See pages 6-7 for more information and to register now for this important Teamster event.

TDU Rank & File Convention
Oct. 28-30
Pheasant Run Hotel & Convention Center
St. Charles, Ill.

See pages 6 and 7 for more information and to register. Questions? Call TDU at (313) 842-2600.

What 3 Words Make Top Management Sweat?



`NATIONAL STRIKE FUND'

See page 8.

Teamsters for a Democratic Union
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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.

UNION SOLIDARITY

Soo Lines Strike

Rail Workers Fight Concessions

The longest rail strike in 16 years was recently suspended by the federal government for a mandatory 60-day "cooling off" period. The July 14 strike by 1,500 members of the United Transportation Union (UTU) on the Soo Lines concerned company demands for a reduction of crew size by 50 percent and a 15 percent pay cut, after six years of pay freeze. The use of Canadian crews in the U.S was also a big issue. The Soo Line is owned by Canadian Pacific, one of the two major rail lines of Canada.

Rail strikes are typically extremely short. Congress has intervened in every national rail strike since the 1920s. A strike in 1991 involving 235,000 workers, nearly the entire industry employment, only lasted 17 hours. Under the Railway Labor Act, the President can intervene in the bargaining process with a "Presidental Emergency Board (PEB)" that can make contract recommmendations and Congress has the right to suspend the right to strike and impose the terms of the PEB in cases of "national emergency."

The results of the 1991 board, known as PEB 219, have been devastating to rail labor. The terms of the PEB 219 have allowed the rail employers to drastically cut crew size and gut work rules. The UTU alone lost over 25,000 jobs.

Industry Turnaround

The rail industry has seen a remarkable turnaround since the 1970s. The rail companies have been able to achieve cost savings by slashing crew size and reducing the amount of track held and maintained. In many cases the track is spun off to subsidaries or so-called independent companies very similar to double-breasted operations. These "short-line" outfits get out of the union contracts and are able to operate at very low cost and high profit. According to Professor Peter Rachleff of Macalester College, 35,000 miles of track and up to 200,000 workers have been affected since the 1970s. The impact on rail worker and public safety has been significant.

Building Solidarity

In the Soo strike, rank and file solidarity was high between the 16 rail unions represented on that line. Some unions, like the Brotherhood of Maintenance of Way Employees (BMWE) are fighting the terms of PEB 219, through an educational campaign and unity appeals to other rail union leaders.

In the past several years, a rank and file rebellion has swept through many of the major rail unions. In 1990, the BMWE's Mac Fleming was elected president, defeating the incumbent. This was the first time a seated president in the BMWE had been defeated in 100 years. Following the imposition of the PEB 219 terms in 1991, only one of the four major rail unions kept their incumbent leaders in place.

On Nov. 1, bargaining begins in the rail industry, with the contracts expiring on Jan. 1. A vigorous campaign for fairness and justice in the rail industry could have a major impact on national shipping.

Only You Can Build a Strong Union

Attend Your Local Union Meetings!

Hold the Date!

Rally in support of *locked-out and* striking workers at Staley, Caterpillar and Firestone

•

October 15
2 p.m.
UAW Local 751

2365 East Geddes Ave.
Decatur, Ill.
For more information
contact UPIU Local 7837
(217) 876-7006

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1993 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Order Convoy Dispatch By the Bundle

***Convoy Dispatch* is a great source of news, and TDU's best recruiter. Help spread the news—order a bundle to distribute each issue.**

Bundles are sent each issue. Prices per issue:
❑ $3 for 10 ❑ $5 for 20 ❑ $8 for 50 ❑ $12 for 100

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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TDU International Steering Committee

Co-Chairs:
Dan Campbell, Milwaukee Local 344
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Frieda Burgan, Phoenix Local 104
Debra McBride, Charlotte, N.C., Local 71
Gordy Teller, Seattle Local 741

Members:
Bilal Chaka, Long Beach, Calif., Local 692
Chuck Crawley, Houston Local 988
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896

Alternates:
Don Riccio, Reading, Pa., Local 429
James Jacob, New Bedford, Mass., Local 251
Mike Hadden, St. Louis Local 604

UNITED PARCEL SERVICE

Enforce Contract; Fight Subcontracting

A contract is only as good as it's enforcement. To no one's surprise UPS is already trying to violate the contract and their own written promises on the subcontracting of feeder runs. Why? Because more often than not they get away with it. When they are caught they have to pay not only the subcontractor, but any feeder drivers who were available for the run. However most of the time they go undetected and unchallenged so they continue to cheat.

'Vigilance, Awareness and Follow-Through'

The antidote? Vigilance, awareness and follow-through. All feeder drivers need to watch for subcontractors out on the road. If you see one, get the company name, ICC numbers if possible, and trailor number or numbers. Then, see if they came into your yard. If not, relay this information to all drivers you meet so they can check to see if the subcontractors came into their yards.

Communication Key

What we really have to do is to get everybody communicating with each other, tracking down the violations and grieving them in order to nail UPS and make them pay.

These grievances can be won.

On Dec. 13, 1993 UPS agreed in writing that outside carriers would only be used in the event of major crisis: "flood, fire, storm, derailment, etc." Even in these instances they are committed to use any UPS drivers available, including on weekends, provided there are feeder drivers available who have been off duty for eight hours.

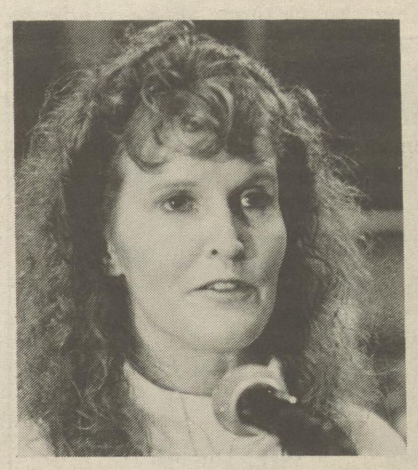
Nashville feeder steward Tom Small reports that these grievances have been won (in one case to the tune of five drivers for nine-and-a-half hours each at time and a half) where subcontractors have completed trips while drivers were available at the receiving terminal to go out and do a meet and turn.

Grieve It!

In situations where UPS feeder dispatchers send out subcontractors to your building the carriers can't take work back out if you have drivers available to do this work. If they do, grieve it. And while you're at it, grieve for more UPS people to receive feeder training in order to become feeder qualified.

If a subcontractor is dispatched with no drivers available at the home terminal, but the dispatch destination point has drivers available and would normally have a meet point with the origin UPS driver, then the subcontractor should meet the destination UPS driver at this normal meet point.

These grievances can and have been won. UPS will only be deterred from cheating if they are caught and forced to pay the price. It's up to all of us to be vigilant, alert and assertive. Make them pay!



Debra Mc Bride
Local 71, UPS
Charlotte, N.C.

The convention is a time of solidarity and renewing friendships; old and new. With Small Package Director Mario Perrucci attending this year's convention, I and many other UPSers will want to know the status of the over-70 lbs. issue. Our health and safety has been ignored by UPS and the TDU Convention is the place to be for anyone concerned about righting this wrong. See you there!

UPS Rank & File Daily Log Book

A must for package car drivers. Keep the record straight with the charts in this durable, spiral-bound notebook. Helps you to keep track of all the details that affect your job at UPS.
Each book lasts three months and provides ample room for your notes.
$2.50 each; $2 each for 5 or more copies.

Please send me____logbooks. ☐ check enclosed
☐ Visa/Mastercard #_____ Exp. date ____/____
Signature _____
Name _____ Local _____
Address _____
City _____ State _____ Zip _____

Return to:
TDU, Box 10128, Detroit, Mich. 48210

We'll See You at the Convention!

Carl and Anita Richardson
Local 171
UPS steward and spouse
Roanoke, Va.

We both learned a great deal at last year's convention, so we'll be back this year.

If it weren't for TDU's help and guidance we Roanoke UPS Teamsters would not be able to hold our heads high with pride. We won some major victories because of TDU and we all owe it to ourselves to celebrate and to learn more at this year's TDU Convention.

UPS & Downs

UPS Flies High.

UPS has announced double-digit air volume growth that has continued through the first quarter of 1994 for both domestic and international air service. To support that growth, UPS will add 23 aircraft to its fleet this year, at a cost of more than $600 million. These additions will bring UPS's fleet to 219 jet freighters either in operation or on order, with another 302 leased aircraft.

For the first quarter of 1994, UPS air volume averaged 1.13 million pieces per day, up 20.3 percent over 1993's first quarter. The growth was led by UPS's international air volume, up 36.7 percent for the quarter. Domestic air volume grew 19.3 percent over last year's first quarter.

Separately, UPS also announced that the long-awaited southeast air hub will be located in Columbia, S.C. It is presently expected to open in 1996 with about 300 employees initially.

8:30 a.m. Guaranteed Delivery.

UPS has proposed a new service – Next Day Air with a guaranteed delivery time of 8:30 am. A meeting with Teamster officials has been scheduled in Philadelphia to discuss the implications of this proposed new service on hourly workers. One possible problem is that package car drivers will lose this work (they don't start that early) to lower-paid part-timers. That will certainly be the case if UPS gets its way.

UPS proposes to begin testing this new service beginning Oct. 10 in the East, Northeast and East Central regions and the Louisville, Ky., area.

UPS Employment Reaches 300,000.

UPS now has over 300,000 employees worldwide. 268,000 people in the United States and another 35,000 overseas, an increase of 23,000 jobs (7.9 percent) over last year.

FREIGHT NEWS

Change of Operations Committee

Job Guarantees To Be Tested

The change of operations committee (half union reps, half management) met in late August in St. Louis to review the changes to be made by Roadway, Yellow, and CF. The committee spelled out certain guarantees derived from the new language of Article 29 of the NMFA.

The job guarantees are a new concept in the NMFA, and were bargained by the union to help protect members involved in changes, especially those involving the use of intermodal operations. TMI obtained the right to rail up to 28 percent of miles in the new contract.

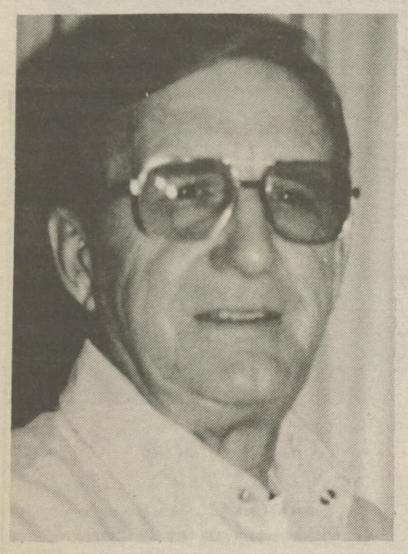
Drivers at rail origin points and at all gaining domiciles are covered by the guarantees. These include that no driver is to be "permanently" laid off. The committee ruled that layoffs are deemed permanent except those that 1. coincide with normal seasonal freight flow reductions that are experienced on a regional basis and that include a reduction in rail freight that corresponds to the reduction in truck traffic, or 2. are incidental day-to-day layoffs due to reasons such as adverse weather conditions and holiday scheduling. Layoffs created by the documented loss of a customer shall not exceed 30 days. The employer shall have the burden of proving that a layoff is not permanent.

The second guarantee deals with work opportunities at gaining domiciles. The bottom 25 percent of the drivers protected by Article 29 shall not have their earnings reduced below $700 per week as set forth in Article 5. This shall not preclude short term layoffs as described above.

These guarantees are new, and sure to be tested at the first downturn in the industry, if not before. The union, from the rank and file up to the International, need to strive to make them meaningful protections for our members.

The change of operations committee also set a window period of one year. And in a controversial decision, the committee ruled that the intermodal change and the sleeper team change are an integrated whole, and all drivers are to be dovetailed.

Because the new contract limits each company to two intermodal changes, involving a total of no more than 10 percent of the road drivers, the new alignment of domiciles should be in place for years to come.



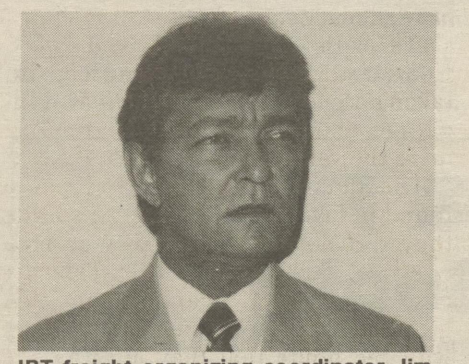
I'll Be There

John Reed
Local 26, Advance Truck
Pekin, Ill.

Reform. Reform. Reform. That's what it's all about. I got my education at TDU conventions and I'll be back there to teach and learn from the rest of you. The many workshops are invaluable.

We need to move the International into the 21st century. And getting a viable strike fund is the most important thing we have to do. But only our active involvement will make it happen. The place to start planning and mobilizing is the TDU Convention. Hope to see you there.

Organizing in Freight



IBT freight organizing coordinator Jim Buck will meet with freight Teamsters at the TDU Rank & File Convention. See page 7 to register now.

"We have to organize, or we die." We hear it every day from Teamsters in the freight industry. But how?

The International union has launched a new freight organizing program, based on a long-term approach. The first step is to involve our freight members. International organizers are recruiting members, and conducting training sessions at locals.

IBT freight organizing coordinator Jim Buck will be at the TDU Convention to present a program and talk with freight Teamsters about organizing. Freight Teamsters should be at the convention, and get involved in the move to organize the freight industry.

We'll Be at the Convention

Scott Askey and Roland Bell
Local 63 Business Agents
Los Angeles, Calif.

The freight strike guaranteed the survival of the National Master Freight Agreement for four more years. It also showed that the fighting spirit of the Teamsters union is still very much alive. We believe the future of the Teamsters union in the freight industry is strongly dependent upon organizing the unorganized. This year's freight meeting at the TDU Rank & File Convention will stress the central role the membership must play in our organizing efforts. We'll be there to share our experiences and ideas and to learn from the experiences and ideas of other freight members throughout the country.

Freight Lines

Contract Books.

A limited supply of contract books for the new NMFA have been produced by the International and provided to local unions. These include just the master agreement, and booklets that also include the various supplements are in the works. In the meanwhile, stewards should get these for the interim period. If you have a problem getting one, contact TDU.

Hearing on Trailer Lengths.

The Senate Surface Transporation Subcommittee on Sept. 14 held hearings on trailer lengths and their impact on safety. Concern was expressed that trucking companies would push for 60-foot trailers, now that 53s have been given the nationwide OK.

Another concern expressed was NAFTA's impact on truck safety. Canada allows longer trucks and Mexico allows heavier trucks than the U.S. The DOT is meeting with representatives of the two nations in an attempt to harmonize regulations.

ANR Voting.

Over 1,000 ANR Teamsters are soon to vote on continuing the 15 percent wage cut under Article 6.2 of the NMFA. ANR has had this deal in effect for three contracts now.

Nations Way Negotiations.

Nations Way (formerly North West Transport) is bargaining with the International union to continue the experimental regional agreement which covers the southern region. NWT has already signed the NMFA.

The experimental agreement provides that NWT will operate as a regional carrier in the South, in addition to its long-haul operations. It is an attempt to expand a union regional carrier in the South, where all other regionals are nonunion. NWT gets to work a percentage of the workforce at 80-85 percent of scale under the deal.

It is this agreement that is being bargained as we go to press. NWT owner Jerry McMorris is a busy man with negotiations these days; he is also on the owners' committee for the baseball strike. McMorris owns the Colorado Rockies.

CARHAUL, GROCERY NEWS

Panel Reform: Our Main Priority

Gerald T. Gieg
Local 327, CCI
Nashville

Here's something that I don't understand: At the expiration of our last carhaul contract, the threat of nonunion competition had grown to such an extent that we were facing the possibility of no contract at all in the future. The newly elected International officers, most of them knowing little or nothing about the carhaul contract, went to work and did what I think was a fantastic job to preserve our industry. Since that time, this International union has spent thousands of dollars and utilized the energies of International representatives, organizers, local officers and rank and file members to organize nonunion carhaulers throughout the country. Why is it that the carhaul panels, which are given the responsibility to enforce this contract, make decisions that destroy all of this hard work and dedication? Below is a good example.

In 1990 management at the Nashville CCI railhead eliminated the classification of yardman and laid off Fred Conrad with not so much as a phone call to the local union. Conrad remained on lay off for approximately five months, during which he spent $4,178 out of his own pocket to attend truck-driving school in order to qualify for a CDL and return to work as a driver. He filed a grievance on Dec. 10, 1990, and after four years of every delay that could be dreamed up on both the company and union sides, his grievance was heard at the national panel in St. Louis Aug. 2-4 of this year.

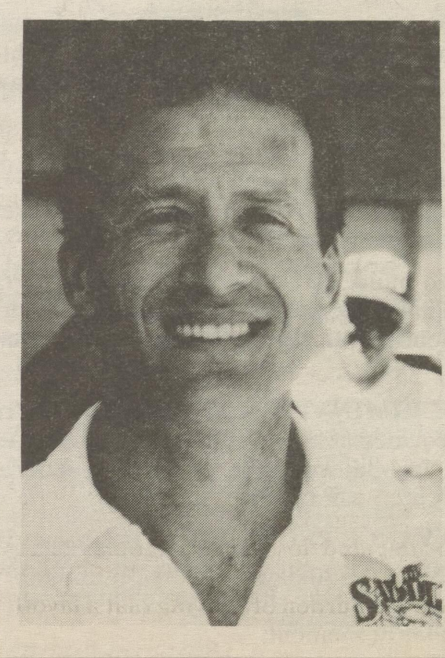
At this panel hearing, Conrad's steward testified that yard work was being done by nonunion people: an employee of ITS (the company that inspects cars after they come off the rail); employees of a nonunion loading crew; and a guard who is stationed in a shack at the front of the yard. Since Conrad's lay off the company has also taken people out of the classification of garage employee and used them to drive the yard van every single day.

The decision: the national panel found in favor of the company, stating they did not feel there was enough work for a full-time yard man. Through every stage of hearings on this grievance, the company has kept up with the hours that they used garage employees to drive the van. Did they also use the hours of all these nonunion helpers? I don't think so. Did the union representatives on the panel consider the hours of these nonunion helpers? I don't think so.

I have always been very proud of the work done by our International on our contract, and I am still proud of the work they are doing today to help us when we face problems. But the bottom line is, a contract is only as good or as strong as its enforcement.

Grievance panel reform should be a priority in the negotiations of our next contract. Come to the TDU Rank & File Convention on Oct. 28-30 in St. Charles, Ill., and bring your suggestions for panel reform and other contract proposals. I look forward to seeing you there.

Note: Carhaulers will hold a special meeting on Sun., Oct. 30, from 9 a.m. to 11 a.m. at the convention. See page 7 to register.



I'll Be There

Bob Gunnerson
Local 853, Grand Auto
Oakland, Calif.

I'm looking forward to going to the TDU Convention to meet with like-minded Teamster reformers who are preparing for 1996 and bolstering the reform forces for the next IBT general election.

We expect to have a large contingent from East Bay TDU; perhaps the largest ever at a TDU Convention. And we are looking forward to the educational workshops and meeting with other brothers and sisters from around the country. We want to get the lowdown on what's happening in the Teamsters from those in the know.

1,200 Teamsters Fight for Job Security

Fred Meyer Grocery Strikers Solid

"We're going to win it." One striker summed it up that concisely, after over a month on the picket line at Fred Meyer grocery company in Portland, Ore. 1,200 Teamsters, in locals 206, 162, 223 and 305 are out, along with nearly 6,000 retail clerks as well, in a battle over job security and to maintain industry standard wages.

The strike began on Aug. 18, and by late September it has turned into who can hold out longer. The Teamster strategy has been to win over the public and picket and handbill the stores, and it's working. Management admits business is down by some 50 percent; the union says it's down more than that.

Strike Issues

Teamster issues include prevention of subcontracting out driving jobs, elimination of a two-tier wage among some inside workers, and maintaining the industry-standard wage package. The retail clerks are striking against management's attempt to destroy seniority.

The Teamsters are also demanding a clause that prevents strikers from being permanently replaced. "That's a strike issue. We can't depend on Congress to pass it," Local 206 secretary-treasurer Tom Leedham told us.

The Teamsters have aggressively taken the issues to the public, primarily in Oregon but also all the way to Alaska. An airplane with a banner flies over major events, and strikers handbill football games and other large gatherings. A recent tele-poll by a Portland TV station showed 64 percent in support of the striking workers.

Grocery & Carhaul Jurisdictional Meetings

●

Sunday, Oct. 30
Rank & File Convention

See page 7 to register.

Kroger Master Language to Be Voted

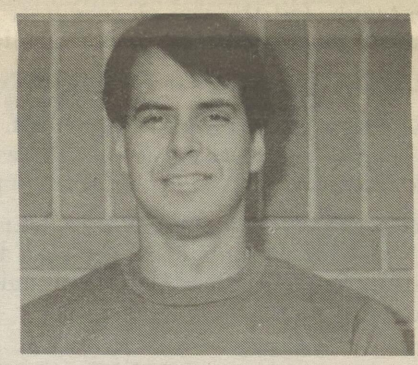
The Kroger master contract language will soon go out in the mail for 3,800 affected Teamsters to vote on, according to the IBT. The national language is a move toward establishment of a national master grocery contract at Kroger, and in the industry as a whole.

The language was bargained and then approved by all the various locals involved in May, but has not yet been ratified by the members. It has been approved by the General Executive Board.

Warehouse Director Tom Leedham reportedly wanted to get around to the distribution centers to talk with members around the new pact, but his role in overseeing the phase-out of the Western Conference bureaucracy and then in the Fred Meyer strike have kept him from personal visits. There is controversy at some of the distribution centers about certain aspects of the proposal.

The national language provides for pension improvements, and job security protection. Some of the dissent involves break-in wage rates.

Leedham says the master language "It's certainly not perfect, but gives us a common expiration date, with a right to strike nationally. That's the key thing for Kroger Teamsters and for all grocery Teamsters." He also notes that, unlike under past IBT leaderships, the locals will get the full union backing in bargaining their supplements, which are also part of the contract.



Pat McBride
Local 559, Supervalu
Tacoma, Wa.

After attending last year's convention, I wouldn't miss this one for the world. I met many women and men who offered great insight and advice. I have forged several meaningful friendships as a result of the last convention.

The atmosphere at the TDU Convention is very upbeat and positive. Those who attend are all equally eager to learn. We all pay for this education out of our own pockets. Although the expense is somewhat large, it's easy to justify spending money on something we know in our heart is right. There are many terrific workshops available with a wealth of information.

Reform has become an extra part-time job for activists like myself. After more than 10 years at Supervalu, I've realized that I have the drive and the potential to change how our union is run. I encourage all Teamsters interested in making a difference to attend this year's convention in Chicago. You'll be glad you did.

FRIDAY WORKSHOPS

PLANNING AND MOBILIZING FOR 1996. Some important elements of the context in which we operate have changed since 1991. Our vision, our plans, and our actions need to be sharpened as we take on new challenges and responsibilities. How can we maximize our influence as we look ahead to 1996?

BUILDING A LOCAL UNION ORGANIZING PROGRAM. Organizing is the lifeblood of the labor movement. A discussion of strategies to build a successful local union organizing program.

RUNNING FOR IBT CONVENTION DELEGATE. Learn what can be done now to lay the basis for a successful campaign for IBT Convention delegate. Proven strategies and tactics from candidates from 1991, including the nuts and bolts of campaigns.

SATURDAY WORKSHOPS

LEGAL RIGHTS OF UNION STEWARDS. Attorney Robert Schwartz, author of the newly revised and updated book of the same name, will discuss your rights under the Weingarten rule, the steward's right to information from the company, and NLRB protection from company-imposed unilateral contract changes.

IBT FINANCES: WHAT'S BEHIND THE DEBATE? The IBT financial crisis is one of the hottest topics of debate within our union. It is sure to remain controversial from now through the 1996 IBT elections. Get some background on the causes of the crisis and participate in a discussion of proposed solutions.

BUILDING TDU IN YOUR AREA. How to build TDU, recruit members, carry out campaigns and organize effectively. This workshop addresses basics of organizing techniques and overcoming problems. Designed for members who want to see TDU grow and are just starting out.

LEGAL PROTECTION AGAINST DISCRIMINATION & THE ADA. The Americans with Disabilities Act (ADA) provides new protection to workers. An explanation of the law and how to use it. In addition, other aspects of federal anti-discrimination laws (race, age, gender, etc.) will be covered.

GETTING THE MOST FROM THE GRIEVANCE PROCEDURE. The basics in writing, researching and presenting grievances. Also, the problems with both the panel system and arbitration, and how to organize on the shop floor to put pressure on the company and the union to get a favorable decision.

WINNING STRATEGIES IN CONTRACT BATTLES. A presentation on strike strategies and the use of corporate campaigns, in-shop organizing, and other tactics that mobilize the power of union members.

RUNNING FOR IBT CONVENTION DELEGATE. Repeated from Friday.

PENSION RIGHTS AND REFORM. Information on the legal rights of members in Teamster pension and health and welfare plans. Organizing for better pensions, fair rules, and reform of our pension plans.

PREPARING FOR UNION OFFICE: LOCAL UNION ADMINISTRATION AND FINANCES. Discussion of the nuts and bolts of union administration, finances, staffing, and structure. Getting organized to get your local union programs off the ground.

SUNDAY WORKSHOPS

FAMILY AND MEDICAL LEAVE ACT. The FMLA of 1993 is one of the most important pieces of labor legislation since the National Labor Relations Act. When properly understood and used it can be an important weapon in labor's arsenal. Attorney Robert Schwartz will conduct a seminar giving an overview of this new law and what it means for union members and leaders, in terms of bargaining and membership rights involving absenteeism policies as well as family and medical leave.

IBT TRUSTEESHIPS AND THE REFORM MOVEMENT. With over 30 locals in trusteeship due to corruption, this issue has become increasingly important to reformers. The opportunities these trusteeships present to our movement as well as the often misunderstood limitations of trusteeships will be discussed. An overview of the legal requirements within the LMRDA before a trusteeship may be imposed will also be provided.

ESTABLISHING TDU AS A FORCE IN YOUR AREA. You've got TDU members in your area and a commitment from some to build TDU. How do you build on this and get organized to become a real force for reform in your local union? Includes how to be effective at local union meetings, building contract and bylaw campaigns, conducting workshops, and more.

TEAMSTER POLITICS: HEADING FOR 1996. A look at the individuals, groups, and issues that are shaping Teamster politics now, and where these forces are headed.

BUILDING A SUCCESSFUL LOCAL UNION LEADERSHIP. A discussion among local union officers on developing new directions for local unions, education programs, and involvement of active members into the life of the union.

HUMAN RIGHTS IN THE WORKPLACE. A training session on organizing against discrimination in the workplace to overcome differences and unify our union. Issues such as sexual harassment and race discrimination will be discussed in a participatory format.

CONVENTION SCHEDULE

FRIDAY

Registration *11 a.m. - 5 p.m.*

Workshops *1 p.m. - 3 p.m.*

Coffee Break *3 p.m - 3:30 p.m.*

Workshops *3:30 p.m. - 5:30 p.m.*

Seminar with Election Officer *5:30 p.m. - 6:30 p.m.*

Dinner *7 p.m. - 8 p.m.*

Dinner Program *8 p.m. - 9 p.m.*
Chair: Diana Kilmury, International Vice President
Speaker:
Bob Wages, Oil, Chemical and Atomic Workers union president

Reception and Cash Bar *9 p.m. - midnight*

SATURDAY

Coffee *7 a.m. - 9:30 a.m.*

Registration *8 a.m. - 10 a.m.*

General Session *9:30 a.m. - noon*
Chair: Dan Campbell, Local 344, Milwaukee
Speakers: Panel of Teamster Activists
Organizers Report: Ken Paff, TDU National Organizer
Nominations for International Steering Committee

Lunch *noon - 1 p.m.*

Workshops *1 p.m. - 3 p.m.*
See workshop listings this page.

Coffee Break *3 p.m. - 3:30 p.m.*

General Session: Building Our Movement *3:30 - 5:30*
Chair: Michael Savwoir, Local 41, Kansas City
Financial Reports
Presentations on TDU Recruitment and Building
Speaker: Bill Slater, Local 315, Calif.

Special Events and Cocktail Hour *5:30 p.m. - 7:30 p.m.*
Women and People of Color Committee
Retirees
UPS
Reception with Diamond Walnut Strikers
Solidarity with Railway Workers

Voting for International Steering Committee *5:30 p.m. - 7:30 p.m.*

Banquet and Program *7:30 p.m. - 9 p.m.*
Keynote Speaker: Mario Perrucci, IBT Vice President

Reception and Cash Bar *9 p.m. - midnight*

Voting for International Steering Committee *10 p.m. - 11 p.m.*

SUNDAY

Coffee *8 a.m. - 9 a.m.*

Jurisdictional Meetings *9 a.m. - 11 a.m.*
Carhaul
Freight
Grocery
Local Contracts
Spouse Meeting
United Parcel Service

Lunch *11 a.m. - noon*

Workshops *noon - 2 p.m.*
See workshop listings this page.

Closing Session *2 p.m. - 3 p.m.*
Chair: Joe Fahey, Local 912, Watsonville, Calif.
Introduction of International Steering Committee
Election of TDU Officers

Pheasant Run Resort and Convention Center, St. Charles, Ill

TDU Rank & File Convention

Plan now to be at the most important Teamster event of the year. At left is an outline of the convention schedule and a listing of workshops. Here we feature just some convention highlights. Use the coupon below to register today.

Preparing for 1996

On Friday, Oct. 28, **Election Officer Amy Gladstein** will speak at a special seminar, outling the timeline of events concerning the upcoming delegate and International officer elections.

Planning for the 1996 convention and election will be a major part of this convention, including workshops on **Preparing Now to Run for Delegate, Planning and Mobilizing for '96** and **Teamster Politics: Heading for '96**.

UPS Meetings

UPS workers will hold three meetings at the convention. On Saturday, Parcel and Small Package Director Mario Perrucci will discuss contract enforcement. On Sunday UPSers will choose between two seminars: UPS Management Philosophy and How to Fight It and Enforcing Your Right to Health and Safety.

The Family and Medical Leave Act

Labor attorney Robert Schwartz will conduct a workshop on the Family and Medical Leave Act and its practical applications for Teamsters.

The Legal Rights of Union Stewards

Schwartz will also conduct a workshop on The Legal Rights of Union Stewards. Copies of the new, updated version of his book by that name will be available at the convention.

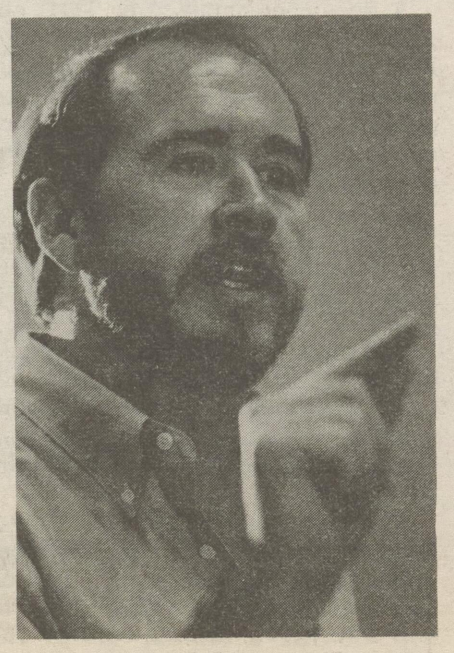
Carhaul Contact Meeting

Carhaul Teamsters will meet Sunday morning to discuss strategies for the upcoming carhaul contract negotiations.

United Airlines Discount

United Airlines is the official airline of the TDU Convention. If you fly United you can receive a 5% discount off lowest applicable discount fares, or a 10% discount off fares purchased seven days in advance. To get these discounts, you or your travel agent must make reservations by calling 1-800-521-4041 between 7 a.m. and 10 p.m. Eastern time. You must mention TDU meeting code 576YV to receive discounts.

OCAW President to Address Convention



Since taking office as president of the Oil Chemical and Atomic Workers union in 1991, Bob Wages has been in the forefront of establishing a new agenda for the labor movement. On issues such as national health care, labor law reform and political alternatives for labor, Wages and the OCAW have focused on both internal education of OCAW members and building coalitions with other concerned trade unionists and citizens.

Wages will address the convention at the Saturday evening banquet program.

Convention Info

TIME: The convention will begin at 1 p.m. on Friday, Oct. 28 and adjourn at 3:30 p.m. on Sunday, Oct. 30.

PLACE: Pheasant Run Resort and Convention Center, 4051 E. Main St. (Rte. 64), St. Charles, Ill.

REGISTRATION & HOUSING: Use form at right to reserve through TDU.

CHILDCARE: Provided free of charge from hotel on Friday from 6 p.m. to 12 a.m. and Saturday from 9 a.m. to 12 a.m. for children ages three to 12. Additional childcare will be arranged if needed, but you must contact the TDU office no later than Oct. 3.

TRANSPORTATION: Available from hotel Transportation Department. Cost is $20 per person each way. You must reserve in advance. Contact the hotel at (708) 584-6300 ext. 7699 at least three days prior to your arrival. Pheasant Run is 40 minutes from O'Hare, 55 minutes from Midway Airport.

IF DRIVING:

From the North: Take I-94 South to I-294 South to 90 West to 59 South to 64 West (North Ave.). See below.
From the South: Take I-55 North to Rte. 53/355 North to Rte. 64 West (North Ave.). See below.
From the East: Take I-290 West to 88 West to 59 North to 64 West (North Ave.). See below.
From the Southeast: Take I-294 West to Rte. 64 West (North Ave.) See below.
From the Southwest: Take I-88 (East-West Tollway) East to Rte. 59 North to Rte. 64 West (North Ave.) see below.
From the Northwest: Take the Northwest Tollway (I-90) to Rte. 59 South to Rte. 64 West (North Ave.) See below.
From all directions: Travelling west on Rte. 64 (North Ave.), Pheasant Run is two miles past the Rte. 59 junction on the left.

TDU Rank & File Convention, Oct. 28-30

REGISTER NOW!

Postmark your registration no later than Oct. 7 and receive $10 discount ($5 if for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program (cash bar extra).

HOUSING

Reserve rooms through TDU at special group rate. All rooms $70 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch.*

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

Visa/Mastercard # _____ Exp. date ____/____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Name _____ Local ____

Address _____

City _____ State ____ Zip _____

Phone _____ Company _____

If registering for others please include same info.

\# of people

Fri., Sat. & Sun. $150 x _____ = _____
Sat. & Sun. $105 x _____ = _____
Sat. only $75 x _____ = _____

Total Registration Cost = _____

___ Single room
___ Double room (with _____)
❑ Thurs. ❑ Fri. ❑ Sat. ❑ Sun.
\# of nights ____ x $70 = **Housing Cost = _____**

❑ $35—one year membership
❑ $85—three year membership
❑ $20—spouses, retirees and Teamsters grossing less than $17,000 per year

Membership cost = _____

TOTAL COSTS = _____

___ $10 if postmarked by Oct. 7 ($5 if one day)
___ $10 travel over 500 miles one way
___ $20 travel over 800 miles one way

Total discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE=_____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

INSIDE OUR UNION

Who's Against a Strong Strike Fund?

Big Business and the "Royal Teamsters"

There are some Teamster officials who've been in bed with management for years.

Now Big Business and these "Royal Teamsters" union officers are working together to oppose rebuilding a strong national Teamsters Strike Fund.

We need the Fund to give us more clout in fighting for good contracts.

But the Strike Fund ran out of money in April and can no longer pay benefits.

That's because the 1991 International Union Convention — which the Royal Teamsters controlled — raised benefits from $55 per week to $200 per week with no way to pay for it.

The Royal Teamsters admit that an increase of $2 per member per month is needed to rebuild the Strike Fund.

But they're refusing to endorse a membership vote to provide that funding because they oppose any changes General President Carey supports.

"It's not fixing the strike fund I'm opposing," one of them told the Detroit News recently. "It's Carey."

Some of the Royal Teamsters say they can't support rebuilding the Strike Fund without a "special convention" of local union representatives.

They want a special convention so they can tear apart the Teamsters International Union Constitution to destroy the reforms that Carey has made during the past two-and-a-half years. (A special convention would cost about $4 million.)

Hundreds of local union officers have signed a joint statement in favor of a membership vote to rebuild the Strike Fund.

If yours have not, ask them which side they are on — on the side of the membership, or on the side of top management and the Royal Teamsters.

200 Locals Say Yes to Strike Fund

The principal officers of nearly 200 Teamster locals have signed a statement calling for a $2 dues assessment devoted totally to support of recharging the Teamster strike fund. A list of these locals appears in the October *Teamster* magazine.

The list includes officers who are from different political outlooks or factions within the union. However the Real Teamster Caucus, a faction whose purpose is to remove Ron Carey from office, vigorously opposes the move to start a strike fund.

New Joint Council Formed in Southern California

Seven Teamster locals in California have bolted from their former joint councils and formed a new one – JC 92 – covering about 35,000 members in order to improve services and save money. The local unions involved are: Carson Local 572, Los Angeles locals 63and 578, El Monte Local 208, Orange Local 952, Bakersfield Local 87, andVisalia Local 517.

The new joint council will become effective Oct. 1 and is expected to emerge under a temporary trusteeship until its new bylaws are adopted and elections can be held. The locals will pay 65 cents per-member per-month to the new joint council, less than half of what they pay to their current joint councils.

Locals 952, 63, 208, 572, and 578 were previously affiliated with JC 42, which charges locals $1.56 per-member per-month. Locals 87 and 517 used to be in JC 38, which charges members $1.50 a month.

The proposed bylaws for the new joint council will limit the president's part-time salary to $500 per month. Mike Riley (president of JC 42) receives a salary of over $80,000 a year from the joint council and Jimmy Hammack (president of JC 38) received almost $89,000 from his joint council post in addition to their other multiple salaries. Some rank and filers are critical of even the $500 a month compensation, believing that the principle of absolutely *no* multiple salaries should be adhered to.

The new joint council will employ at least one full-time organizer to assist the locals in organizing new members. Neither JC 42 nor JC 38 provides a full-time organizer.

'Real Teamsters'

Old Guard Campaigns With Members' Money

The Real Teamster Caucus, claiming to be an educational caucus not involved in Teamster politics, has asked locals, joint councils and state conferences to support them with your dues money. (See page 12.)

A document obtained by TDU entitled "Communication Plan and Budget" for the Real Teamster Caucus reveals in detail what certain old guard officials plan to do with your dues money. They plan to use our union dues to steal our Right to Vote.

The July 8 document projects a "medium" budget of $600,000 a year, not including all the travel, printing, phone bills and more that they run up on the union tab as well.

Will this $600,000 be used for education? Organizing? Not exactly. It will be used to "build toward the 1996 convention and election" to oust Ron Carey, and if possible to remove him sooner, without a vote.

The budget includes $12,000 for a two-color ad aimed at the U.S. Congress calling on them to remove Ron Carey from office. It also calls for $16,500 for a similar ad in the *Washington Post*, and another $16,500 for an anti-Carey ad in the *New York Times*.

It calls for $15,000-$18,000 to be used to conduct a poll to help find Carey's weak points and thus defeat him.

It looks like they are well on the way to getting their $600,000 from your dues. Northern California Joint Council 7 is putting up $12,000 a year, plus a start-up payment of over $20,000. Connecticut Joint Council 64 is putting up big bucks. Texas Joint Council 80 is in for $10,000 a year. The Ohio Conference and Joint Council 41 are doing their part to take members' dues to serve the fat cats' political goals. So is Joint Council 9 in the Carolinas, headed by R. V. Durham.

Members are up in arms, as they should be. In each area, some local officers are speaking out also. The secretary-treasurers of Hartford, Conn., Local 559, Martinez, Calif., Local 315, Columbus Local 413, and Charlotte, N.C., Local 71 have all taken a stand against such use of the members' money.

Teamster members have every right to demand that no dues money be used to fund the fat cats' political caucus. Let them use their own money, they've got plenty of it.

TDU is looking into any possible legal action to stop this looting of union treasuries.

Fall Out from the $100,000 Club

'Real Teamsters' Say They're Worth It

In reaction to TDU's report on the $100,000 Club which appeared last month, spokesmen for the old guard said that the folks drawing big multiple salaries are worth every penny of it. Paul Shinoff, staff of the Real Teamster Caucus stated: "Many of these people (on the fat cats list) have taken an enormous amount of responsibility. They've sacrificed their time to serve their members and they should be compensated." Some went even further. John Coli, who bags $183,791 as an officer of Chicago Local 727, said he considers it a "bargain" rate.

Some complained that the truth had been printed. Ernie Tusino, secretary-treasurer of Massachusetts Local 170, called TDU to claim his printed salary was wrong. When it was pointed out to him that he himself had signed the LM-2 report with the salary on it, he claimed that "my accountant must have made an error."

TDU will continue to work to redirect the priorities of our union toward the membership and away from high salaries. As pointed out in the report, much progress has already been made: two years ago, 19 officials made over $200,000 in salary; this year it was just six.

Riley Cries Crocodile Tears

When the Western Conference was sent to its just reward, Mike Riley, 1993's highest paid Teamster, lost a $187,000-a-year salary (plus another 27 grand in expenses). He's been crying crocodile tears ever since.

Now he has filed suit against the IBT demanding to be paid over $70,000 for vacation benefits and severance pay. Despite the fact that he was the Policy Committee Chair for only two years, Riley has it figured that he is entitled to five weeks vacation pay per year and over $30,000 in severance pay.

The Teamsters he represents should have a contract like that!

Since Riley feels entitled to five weeks vacation (at $3,750 a week) per year from a job he was on for only two years, one can only wonder how much vacation he assumes he's entitled to from JC 42 and Local 986, where he's been employed since the late 1970s.

When does a guy with so many vacations from so many well-paid jobs ever work?

And should any Teamster ever have occasion to run into Riley at the country club golf course, how would they know which job he was vacationing from or if he was on "official union business"? Here's a tip. Try to find out which expense account he charged his green fees to.

PENSION NEWS

Central States Pension Fund

Members Petition Trustees Over Restrictive New Self-Contribution Rules

Over 8,000 Teamsters in the Central States Pension Fund have called upon the fund trustees to change their new restrictive rules on self contributions. This is the largest petition movement of its kind in years, showing the depth of Teamsters' concern and anger.

So far the trustees—both union and management—have refused to budge. They issued an insulting bulletin which talks about the "heavy responsibility" that they carry. Keep in mind that the unelected union trustees all receive lucrative multiple pensions from our dues.

The new rules limit self contributions to fill in gaps due to sickness or layoff. The new rule goes so far as to mean that Teamsters who have already paid self contributions will now lose those credits as far as the top benefits (Plan 17) are concerned.

Teamster members intend to carry this struggle forward. At present the committee is asking to meet with the trustees to discuss the issue.

Membership support continues to build. Jerry Jewett of the Members' Pension Fund Committee told us, "I'm extremely gratified by the members' response. What started out as a small group in Dayton, Ohio, has spread like wildfire." Another active Teamster in Dayton Local 957, Larry Earwood, expressed thanks for "all the support we've received throughout the Central and Southern regions."

The trustees are claiming a small number of members are jeopardizing the pensions of others. This is not true, and the petition movement shows clearly that the majority of members are united on this issue.

The trustees also claim that other Teamster pension funds have a restrictive rule on self contributions. That's true, but the goal should be to gradually improve the rules, not make them worse. With enough membership support, we will be able to do just that.

1996 IBT Delegate and Officer Election

Summary of Schedule

This is a short summary of the provisional timetable set by the court-appointed Election Officer for the 1995-1996 election period. If you are interersted in learning more, Election Officer Amy Gladstein will present a seminar on Friday, Oct. 28 at the TDU Rank & File Convention. See page 7 to register.

December 1994
- Publication of proposed **rules** for the IBT delegate and officer election.

January-February 1995
- Regional hearings on the proposed **rules**.

April 1995
- Issue of final **rules**.

- Also, a delegate election schedule will be announced for Local Unions whose membership is composed substantially of seasonal workers in the seasonal food industry. (These locals will likely hold their delegate elections in the summer or fall of 1995.)

June 1995
- The number of delegates to be elected from each local will be announced.

July 1 - Dec. 15, 1994
- Petitions to establish accredited candidates.

September - December 1995
- Period for nomination and election of delegates in those locals that have regularly scheduled local elections in the fall of 1995 and choose to hold both elections at once.

January - March 1996
- Period for nomination and election of delegates in all other locals.

June/July 1996
- **IBT Convention.**

November 1996
- Ballots for the IBT officer election mailed.

December 1996
- Ballots received and counted.

Pension Reform Efforts Continue In New England

By Michael O'Connor
Local 404, CF
Springfield, Mass.

On a windy, rainy September day, I accompanied 300 really tough retired Teamsters to the Boston office of the New England Teamsters Pension Fund. Their purpose was to make their presence known and to request a cost of living increase in the pensions of all Teamsters retired between 1975 and 1991. Four retirees from the coalition spoke with fund manager Charles Langone regarding their request.

Many retirees receive pensions well below the poverty level even with social security incomes added in. Their pensions range from as little as $120 per month to $800 per month. They have no voting rights and are at the mercy of the current Teamster trustees to represent their argument with the employer trustees.

Teamster trustees have the ultimate power to work for the Teamsters best interest. Retirees and rank and file members prefer reform over litigation, as litigation is expensive and time consuming. Resolution of this pension problem should be solved within the Teamster/employer structure, not through outside federal agencies.

According to the annual report of the New England Pension Plan dated Sept. 30, 1993 the fund carries net assets of close to $2 billion. In 1989 assets were at $1.25 billion. That's an increase of over 50 percent in just five years. During this time there was a significant increase in benefits and the fund still managed to decrease its unfunded liability from roughly 30 percent to nearly 15 percent this past year. This suggests that the fund is financially healthy and a COLA increase is possible.

Rank and filers should let their local union reps know they are in support of a raise for retirees. As rank and file members with voting rights we will either be blessed or condemned in response to the needs of today's retirees. Let us not forget the builders of our union and our pension fund. Without their dedication and hard work we might not be where we are today. Let's take a good pension plan and make it better for everyone.

Reading, Pa.

Local 429 Officials Shed Multiple Pension

When the Kistler-Sentz Team ran for local union office last year they ran on a reform program that advocated, among other things, opposition to multiple pensions for union officials. After sweeping the discredited Burns machine out of office they found that they were eligible to receive three pensions: the Teamsters Affiliates Pension Plan (which comes from the International), the Joint Council 53 Retirement Trust, and the Central Pennsylvania Teamsters Pension Fund (the pension the rank and file they represent receive).

Ron Carey and the General Executive Board may phase out the Affiliates Plan soon; this will bring Local 429 officials down to two pensions. But in a virtually unprecedented move, the new leadership in Local 429 has voted to stop the contributions to the Central Pennsylvania Teamsters Pension Fund for all officers and agents of Local 429. This will leave the officers and agents with only one pension plan, the same as all other members enjoy.

The decision to stop contributions into the Central Pennsylvania plan rather than the JC 53 plan was made because they could do so under their own authority, whereas cancelling contributions into the JC 53 plan would entail expensive and uncertain legal action.

By taking positive action to reduce officers and agents to one pension Local 429 not only will save $61,000 a year that can now be used for membership education, organizing and other programs to serve the membership, they have also provided a wholesome example to other Teamster locals.

By this dramatic action the leadership of Local 429 has put their money, quite literally, where their mouths are and notified their membership that the rank and file's interests come first.

As President Ron Kistler said, "We promised it, and we delivered."

TDU, LOCAL UNION NEWS

Michigan Health & Welfare Fund

Corruption to Blame for Poor Service?

Patrick Reardon
Local 7, Alvan Motor Freight
Kalamazoo, Mich.

The administrator hired by the trustees to manage health and welfare benefits for 18,000 Michigan Teamsters and their families was recently convicted of taking kickbacks amounting to nearly half a million dollars. Gerald Wiedyk was convicted of a federal felony for accepting $458,000 from Metric Labs, a fund provider that is owned coincidentally by Wiedyk's wife.

Testimony at Wiedyk's trial revealed that the fund's trustees spent about $100,000 investigating the fund. They found no wrongdoing and no reason for any action. The government had no such problem.

This is the second administrator who has been convicted of a federal felony for unlawful administration of the Michigan Conference of Teamsters Health &Welfare Fund. The fund's total annual income was $99,860,391 according to a 1993 report.

What does it mean for the Teamster families who depend on this fund for their health and welfare needs that for the past 15 years the fund has been managed by felons who have treated it as their own personal property?

Many members are grumbling about the lack of service from their H&W fund. The federal prosecutor claimed that Metric Lab's services were so substandard that they were endangering the members. Other frequently cited problems include:

- Foot dragging on paying claims until after collection proceedings have started against claimants, damaging claimants' credit ratings.
- Refusal to pay legitimate claims.
- Denial of eligibility on large claims.
- Lost paperwork.
- Unreasonably low benefit levels.

TDU is interested in hearing from all of you about your own experiences with the fund. If we can identify the major problems, maybe we can persuade the fund to make some improvements. Call in your information to (313) 842-2600. We can make a difference!

Bylaws Reform in Tacoma 599

Reform doesn't come easy in Tacoma Local 599, but it's coming. The engine of reform is the Teamsters For The Future (TFTF) caucus.

In September, Local 599 took some small steps to reform the bylaws. Two reforms were passed: the election of all shop stewards, and bi-monthly membership meetings (instead of quarterly).

Even local secretary-treasurer (and Joint Council 28 boss) Bob Pavolka sees the wind blowing. After the TFTF set up a bylaws reform program, he initiated a bylaws committee which proposed the two reforms that passed.

The TFTF proposals were defeated, although one of them got a clear majority vote, falling short of the two-thirds needed. This was to require a vote of affected members when the local union signs side-deals with employers. Another TFTF reform proposal would have created a stewards council, in addition to providing for election of stewards.

TFTF members were happy to see two of the reforms they advocated put in place, and that 250 members came to a union meeting, far more than in recent times. Reform is definitely coming to Local 599.

Solidarity at Hertz

Hertz car rental workers in Pittsburgh Local 926 have been locked out since early May. The company's final offer demanded a 3-year wage freeze and 100 percent employee coverage of any increased health care costs. On their own, the small unit of 40 couldn't muster enough pressure to force the company back to the table. So they extended picket lines to a half dozen cities in a series of sporadic and unpredictable one-day shutdowns over the past month. Fellow Teamsters from Detroit, Baltimore, Buffalo and elsewhere showed their solidarity by respecting the lines and handing out leaflets to customers who did. The shutdowns forced the company back to the table, but it soon became clear Hertz wasn't serious about bargaining.

There are about 4,000 Hertz workers in our union scattered across dozens of local contracts plus one regional contract covering 17 locals in the West. In the past the International rarely supported local strikes and locals like 926 were left to struggle on their own. With an active International behind them there's a growing sense of fightback to these once forgotten Teamsters, making our union that much stronger. Unity on the lines is good. Some cities that don't have good picket-line language are coming up with creative tactics to show their solidarity, and a corporate campaign continues. The shutdowns forced the company back to the table and as of press time negotiations continue on a day-to-day basis.

(If there's no settlement by the time of the TDU convention we ask that people show their solidarity and not rent from Hertz while in Chicago.)

Carey Meets with N.Y. Trusteed Locals

On Sept. 22, Ron Carey met with over 1,000 Teamster members in New York City and told them that "union democracy starts with you." The meeting was for members of New York area locals that are in trusteeship, primarily because of problems of corruption.

Carey spoke for only about five minutes, then threw the floor open to questions from the members.

"The reception was tremendous. It energized people," New York TDU activist Mike Caffrey reported. The only problems were an overflow situation in the hall and an inadequate sound system.

San Antonio Local 657 President

Ketchum Caught!

San Antonio Local 657 president Preston Ketchum was found guilty by a U.S. District Court jury in an unlawful discharge suit and ordered to pay monetary damages totaling over $11,000. The suit was filed by Betty Elolf, a 20-year-plus member of Local 657. Elolf had worked for the local for over 10 years as an office employee and was eventually promoted to office manager. Ketchum fired her for supposedly issuing withdrawal cards without authorization. Elolf was an opponent of Ketchum for the office of secretary-treasurer in late '80s.

When Ketchum learned that Elolf was contemplating running in a subsequent election, he convinced her not to run and told her "as long as I have a job you have a job." Ketchum, not known for his loyalty to the membership or apparently to office personnel, fired Elolf, issued her a withdrawal card and ended the threat of her runnung against him in the '94 electios.

Also named as a defendant in the suit was Victor De La Fuente, secretary-treasurer of Local 657. De La Fuente was found guilty also and ordered to pay a portion of the damages to Elolf.

"This local has a history of taking action against political rivals," says Rick Glasebrook, a UPSer running against Ketchum on a reform slate in an election this fall. "It's a shame Ketchum uses the same tactics that management uses to fire people that they don't like.This only adds to the already poor image the Teamsters union has in many peoples eyes. It's hard enough to organize nonunion workers, and it won't get any easier unless we clean up our act."

Who Runs TDU?

TDU is a grassroots organization of Teamsters who believe in building a democratic union. We work hard to practice what we preach – democracy.

Our annual TDU Convention is coming up, and this is where we elect our leadership for the coming year, the TDU International Steering Committee (ISC). The ISC consists of 15 members and three alternates who will guide our direction until the next convention. Any TDU member is eligible to run, and chapters are encouraged to nominate active TDU builders.

The ISC is charged with keeping TDU strong and growing, and on the reform track. The ISC planned the upcoming TDU Convention – the theme, speakers, and agenda. The co-chairs of the ISC will chair the convention sessions. The ISC took positions this year on such issues as the proposal to revoke the charters of the area conferences.

The ISC oversees TDU's finances and activities. The elected TDU organizer supervises the staff and daily operations, and reports to the ISC.

The staff, as well as the ISC, work closely with TDU members and chapters to maintain communications, build TDU, and work to achieve our goals.

Leadership in TDU is more than a title, and broader than our elected ISC and our staff. Leadership is a process by which more and more Teamsters work together to gain the tools to change and strengthen our union. As a grassroots movement, TDU's strength is in the commitment of active Teamsters. TDU members become leaders when they distribute *Convoy Dispatch*, recruit their fellow workers to join TDU, and work together to reform local unions and educate Teamster members.

This is a totally different approach to leadership from that of the old guard officials who formerly ran the International union and still run many joint councils and locals. Their concept of leadership is a special class of highly paid officials who make all decisions, and usually keep members in the dark.

Recently some old guard officials formed their own caucus, the "Real Teamster Caucus." Instead of going out and asking rank and file Teamsters to fund it, as TDU does, they are taking union dues money out of several joint councils and locals to fund their caucus and enhance their own power.

That's the difference between the old guard and TDU: they believe in taking from the members to enrich themselves, we believe in empowering the members to build a strong union.

TDU gets its funding from the members, and that's who we owe our allegiance to. Although TDU supported the Ron Carey slate in the IBT election, and several TDU members are on the General Executive Board, we are an independent grassroots movement. We're proud of the new leadership, but we have our differences, too. There's room for various views in TDU, and we can "agree to disagree." That's good unionism, and that's what TDU is all about.

LETTERS FROM OUR MEMBERS

Not With My Money!

On Sept. 6, Joint Council 7 (Chuck Mack, Casey Sawyer and the boys) passed a resolution to donate $1000 a month of members' hard-earned dues money to fund the Real Teamster Caucus. JC7 also passed a resolution that any funds remaining from their unsuccessful efforts to save the Western Conference (and their multiple salaries and pensions) go to the Real Teamster Caucus. This amount is unknown.

I support any Teamster's right to join any political caucus of their choice. However, JC 7 cannot choose to affiliate me with this anti-Carey caucus.

If I want to contribute my money to the Real Teamsters caucus, I will. If I want to contribute to TDU, I will (and I do!). But for Teamster officials to funnel my dues money to their own internal political causes against my will is nothing short of theft.

The old guard proclaims this to be an educational effort. What education? All we ever hear is anti-Carey diatribes from JC 7 leaders. They say they want to build a strong union; yet when Ron Carey called a national strike in support of health and safety for UPS workers JC 7 led the scabbing on its UPS members.

No funds from these caucuses (the old guard's replacement for the conferences) will be used for old guard political efforts? Right, Chuck.

Teamsters, let your voice be heard at your local union meetings to condemn those joint councils supporting the Real Teamster Caucus with your money.

George Saavedra
Local 490, UPS
Vallejo, Calif.

CF: Where's Our Money?

Most freight Teamsters have probably heard about CF's "EXCEL" process, where the company encourages "teamwork," "quality work" and "customer satisfaction." One portion of this process is supposed to be "100 percent Employee Dignity."

One would then have to wonder how it is that most Teamster road drivers at CF receive a premium of four-hours' pay for working on their birthday while several hundred do not.

The National Master Freight Agreement, Central States Supplement, states in Article 59 (Article 56 in the Southern Supplement), that "regular road drivers performing work on the holiday(s) stated ... shall be paid a total of four (4) straight-time hours in addition to holiday pay."

Such is **not** the case in the Columbus division of CF. At least a dozen grievance claims for this four hours of pay have been filed and lost at every Ohio Joint State Grievance Committee hearing since 1986. Most of these were filed by members of Local 413, although at least three members of Cincinnati Local 100 have filed and lost at the state level.

Various stories have floated around about a verbal "deal" between local CF management, several **former** Local 413 officials and someone who sits on the committee, but no one who really knows the truth will step forward and admit to this injustice.

Many CF drivers in other locations have been asked about this issue and everyone has stated that they had absolutely no problem collecting their pay.

Patience wears thin as the wheels of justice turn ever so slowly in Washington, D.C., and as far as this writer is concerned, there will never be 100 percent employee dignity as long as the road drivers in the Columbus division are denied equal treatment and equal pay under the terms of the contract. So much for Excel.

Dennis Anderson
Local 413, CF road driver
Columbus

Open Letter to All Teamsters:

My name is Gilbert Gray. I am a rank and file member of Teamster Local 490 in Vallejo, Calif., and proud of it.

On Sept. 2, I went to Stockton, Calif., Local 601's Labor Day rally. Our brothers and sisters have been on strike against Diamond Walnut for three years. As you know, our strike fund ran out. So I, one proud Teamster, pledged $1 a month to the Diamond Walnut strikers. I challenge all proud Teamsters (1,500,000) to join me in this pledge.

Gilbert Gray
Local 490
Vallejo, Calif.

Note: Contributions to the Diamond Walnut strikers may be sent to Teamster Local 601, 745 East Miner Ave., Stockton, Calif. 95202.

Confused Teamster at Kroger Co.

I have been with the Teamsters since 1970, and I still don't understand their logic. I am presently employed by Kroger Co. in Cincinnati Local 100. For the last 14 months we have been without a contract. The International is trying to negotiate a national agreement with Kroger, but it seems to have nothing but concesssions in it, with multiple tiers for new hires, which causes more problems for the membership.

We at Kroger Co. feel we are as important as master freight or UPS members, so please, Mr. Carey, could we hear from you!

Also, I have noticed that the last two or three issues of *Convoy Dispatch* have not had a grocery news section.

Curt Joachimi
Local 100, Kroger Co.
Cincinnati

TDU Meets

ARIZONA
Saturday, Oct. 15
3 p.m.
9043 N. 36 Dr.
Phoenix

ATLANTA
Second Saturday each month
7:30 p.m.
John C. Birdine Community Center
215 Lakewood Way S.E.

CLEVELAND
Special guest speaker:
International VP Diana Kilmury
Sunday, Oct. 2
3 p.m.
VFW Hall
4435 W. 131 St.

EAST BAY, CALIF.
Saturday, Dec. 3
10 a.m.
Call (510) 653-3865 for information.

GATEWAY AREA CHAPTER
Saturday, Oct. 16
Noon
Crusoe's Restaurant
3152 Osceola (at Compton)
St. Louis
Call (618) 656-7428 for information.

ILLINOIS
Special guest speaker:
International VP Diana Kilmury
Friday, Oct. 7
6 p.m.
Prairie Capital Convention Center
Room B8
Off 9th St.
Springfield, Ill.

MINNESOTA
Special guest speaker:
TDU Co-chair Dan Campbell on
The Teamster Pension Plan
Sunday, Oct. 9 - 1:30 p.m.
Broadway Pizza
W. Broadway & West River Rd.
Minneapolis

NEW YORK/NEW JERSEY
Call the chapter office at (718) 624-7746 for information on meetings.

SOUTHERN CALIFORNIA
Sunday, Oct. 2
10 a.m.
VFW Hall
101 S. Main St.
Pomona, Calif.

STOCKTON, CALIF.
Saturday, Oct. 8
10 a.m.
2633 Togninali Lane

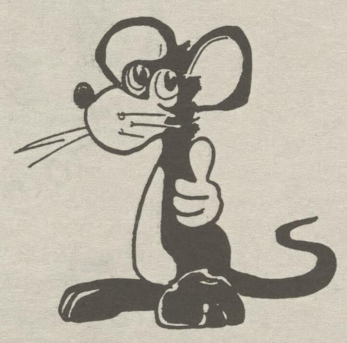
TWO NEW TDU T-SHIRTS!

TDU is proud to introduce two new T-shirt styles. The "Fat Cat" shirt has the cat on the front and the mouse on the back, and is athletic grey with black print.

So many of us ... and so few of them!

The second shirt is black with a front pocket featuring the TDU logo.

Both shirts are 100% cotton, union made and union printed. $10 each, either style.



Beat the Fat Cats Join TDU!

___pocket shirt(s) _L _XL _XXL

___Fat Cat shirt(s) _L _XL _XXL

$____amount enclosed
Return to:
TDU, Box 10128, Detroit, Mich. 48210

Name_____Local_____

Address _____

City _____State_____Zip_____

MOVING?

Be sure to notify TDU of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class and will not be forwarded. Contact the TDU office at P.O. Box 10128, Detroit, Mich. 48210 or call us at (313) 842-2600.

Do You Want Your Dues to Fund the Old Guard?

Earlier this year our elected General Executive Board eliminated the U.S. Area Conferences, a layer of bureaucracy that cost Teamster members $15 million per year.

That made a lot of old guard officials mad. They depended on the conferences to provide them with multiple salaries and pensions and an extra expense account.

Those officials have now formed the ¨Real Teamster Caucus´—and they are asking local unions joint councils, and state conferences to fund their caucus with your dues money. And a few locals, councils and state conferences have actually committed their members´ money!

What Is the Real Teamster Caucus?

The Real Teamster Caucus was set up by opponents of the Carey administration who want **to stop the process of reform in our union.**

They claim not to be a political faction, but their own strategy memos reveal that their goal is to remove reformers from International office and regain the multiple salaries, pensions and expense accounts they hold so dear. They are building toward the 1996 convention and elections.

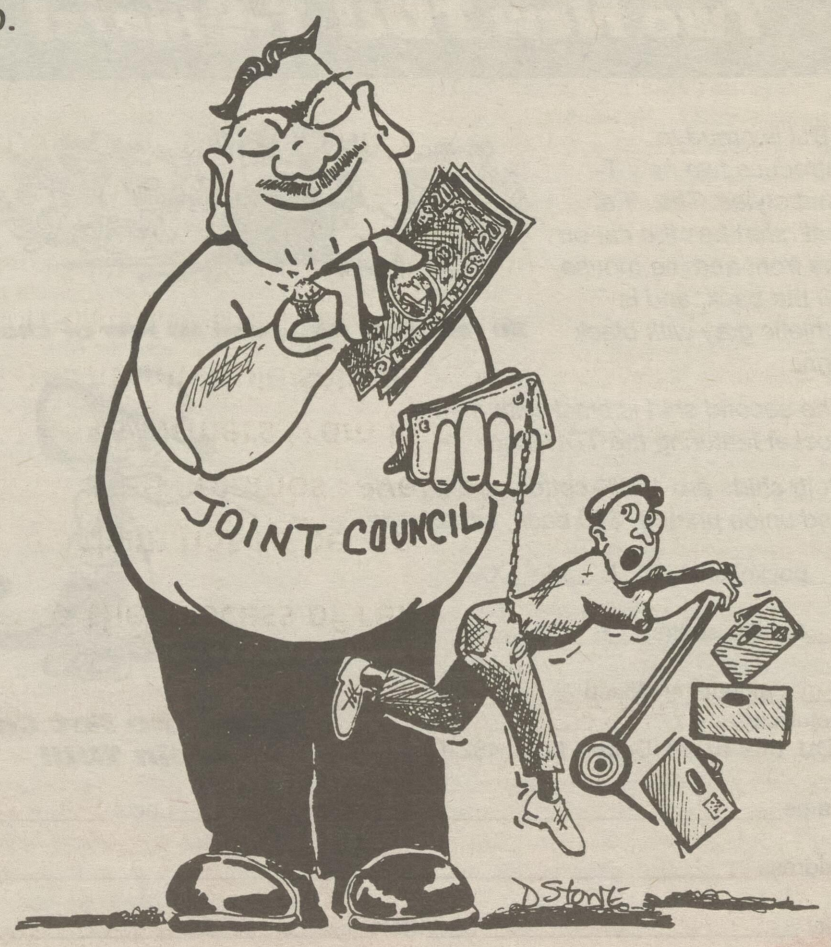
All Teamsters have the right to form a caucus around their beliefs. **But they don't have the right to use your dues money to do so!**

Don't Let Them Take Your Money!

Let your local officers know that you do not want your dues money given to an old guard faction.

If they want to support the Real Teamster Caucus, fine—as long as the money comes from their own pockets.

The members elected the Ron Carey Slate to reform our union. It´s time for the old guard officials to step aside and let us get on with the job.



Join the Caucus that Works for the Members

TDU was born out of the campaign for a decent freight contract in 1976. A lot of things have changed in our union since then, but one thing remains the same—TDU is an organization of Teamster members, funded by Teamster members, that works for the rank and file of our union.
Want to do your part? Join today!

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

❑ Other _____ Optional: Spouse's name _____

❑ $35 one-year's membership & subscription to *Convoy Dispatch.*

❑ $85 three-year membership fee. ($10 shall be rebated to the local chapter.)

❑ $20 for spouses, retirees and Teamsters who gross less than $17,000 a year.

❑ Check or money order
❑ Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210
TDU membership is kept confidential.
TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.